

Gender Pay Gap Report

Nomad Foods UK

2025

Introduction



Nomad Foods (NYSE: NOMD) is Europe's leading frozen foods company. Our portfolio of iconic brands, includes Birds Eye, Findus, iglo, Frikom, Ledo, Aunt Bessie's and Goodfella's, which have been a part of consumers' meals for generations, standing for great tasting food that is convenient, high quality and nutritious.

Every day, millions of households choose our products and as we continue to grow across Europe, the customers, consumers and communities that we serve are becoming increasingly diverse. We are committed to creating an inclusive workplace where we celebrate and respect our differences, make decisions that are free from bias and avoid discrimination across any of our employment practices, wherever we operate.

As a UK headquartered company this is our sixth year of gender pay gap reporting. While we have made some progress over time, there is much more to do and like many other companies we know that under representation of women in senior roles is a key driver of our gender pay gap. We are committed to focusing on the facts in order to track progress and guide our actions to deliver positive change.

Gender Pay Gap Reporting

A UK regulation introduced in 2017 requires companies with 250 or more employees to publish details of their gender pay and bonus gaps across 6 measures.

The **gender pay gap** reflects the differences in the median and mean hourly and bonus pay between women and men regardless of the nature of their work or their level of responsibility. It is also called 'unadjusted' or absolute pay gap.

This differs from **equal pay**, which compares the pay of women and men who carry out work of equal value, i.e., jobs with a comparable level of responsibility and skills, knowledge or experience requirements.

A typical driver of gender pay gap is **gender representation**, or uneven distribution of women and men across the different levels of the organisation. A larger proportion of men vs women in leadership and other senior roles is likely to result in a pay gap, even if colleagues are paid fairly and equitably in respect of the role they perform.

Whilst this is a common challenge across organisations and industries, Nomad Foods remains committed to developing **inclusive leadership** and helping women thrive in the organisation.

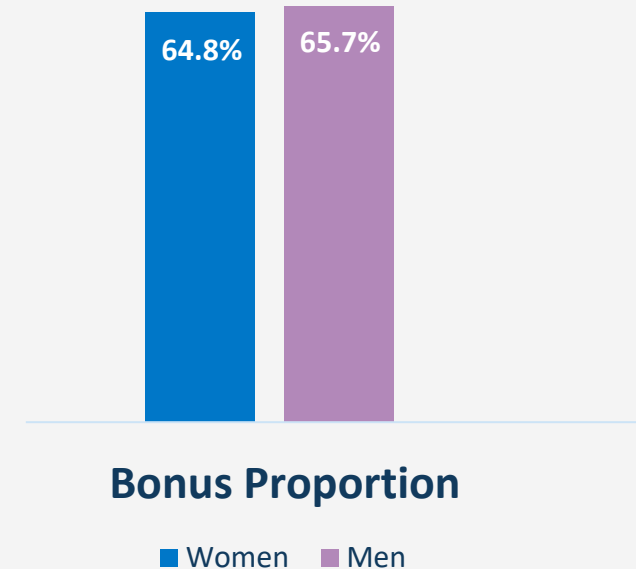
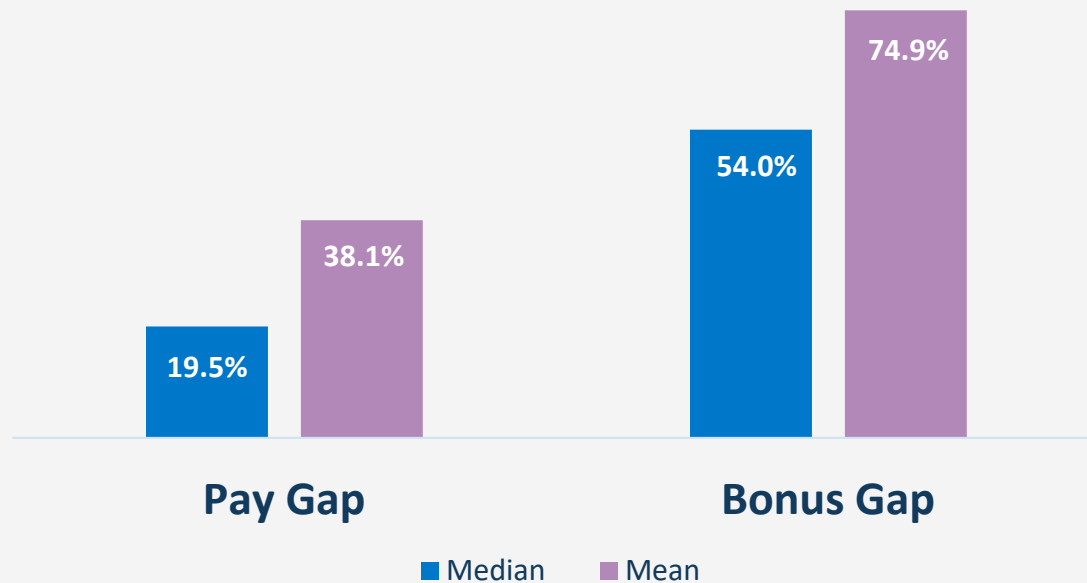
This report reflects the calculations required under UK legislation for Nomad Foods UK.



Pay and Bonus Gap

Population and Reporting as of 5 April 2025

In April 2025 Nomad Foods Europe employed 596 colleagues across its UK offices and factory locations in Woking, Hammersmith, Leeds, Hull and Lowestoft.



The **median pay or bonus gap** is the difference between the midpoints of all salaries or bonus paid listed in ascending order for women and men. The **mean pay or bonus gap** is the difference between the average hourly pay or bonus of women and men.

The amounts included in **hourly pay** are basic pay, allowances (car, location etc), pay for leave and shift premium pay. Any non-cash benefits are excluded. The **hours** used are the actual hours each employee is contracted for or the actual hours worked in the relevant pay period if the employee works differing hours each week. The amounts included in **bonus** are short- and long-term incentives (shares) paid or vested during the 12 months prior to the snapshot date of 5 April 2025.

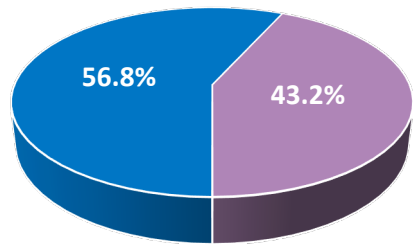
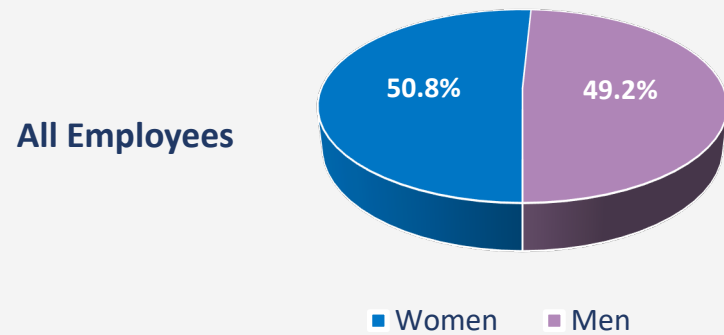
Proportion of colleagues who received a bonus during the 12 months prior to the snapshot date of 5 April 2025.

Since our group bonus is paid in April, this metric would primarily capture 2023 bonus paid in April 2024; therefore, colleagues who joined in 2024 or 2025 would have not been eligible.

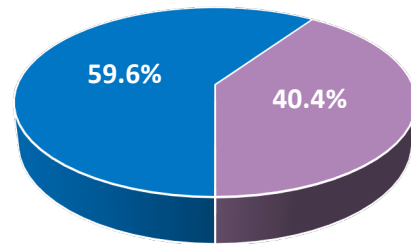
Pay Quartiles Analysis

Proportion of women and men in each pay quartile

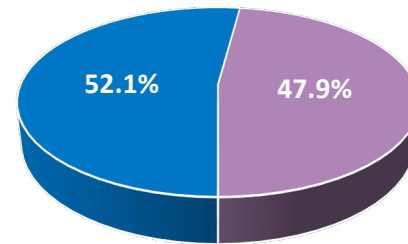
Pay quartiles are obtained by ordering all salaries from low to high and splitting them in four equal groups. The lower quartile is made up of the first (lowest) 25% of the data points (25th percentile and below), the lower middle quartile of the next 25% (between 25th and 50th percentile), etc. This is purely based on hourly pay sorted in ascending order and does not relate to the company work levels and pay ranges.



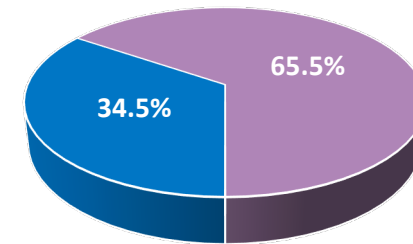
Lower Quartile



Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



Nomad Foods

The World's Frozen Food Champion

